This release addresses the requirements of Service Request 3752, which asks that an employee's premium overtime rate only be recalculated when time-on-call is reported with the same pay period end date as the premium overtime.

In release 456, the recalculation of the premium overtime rate was changed. Prior to that release, the rate was recalculated only when both time-on-call and premium overtime were reported for the same distribution, on the same transaction type, with the same pay period end date. The earnings and hours from transactions that matched in these three ways composed the 'overtime set' information used to determine the recalculated rate. Release 456 changed the definition of the overtime set to include all earnings for current pay with the same pay period end date, and removed the presence of time-on-call as the 'trigger' for the recalculation.

It has been determined that this may result in overpayment of premium overtime in certain instances. Therefore, with this release, the system has been modified to reinstate the presence of time-on-call as a requirement for recalculating the premium overtime rate. The overtime set will still include all earnings distributions for current pay with the same pay period end date, as established in release 456.

To implement this change, programs PPP390, PPGRSAUP, and PPGRSTIM and copymember CPLNKOTR have been modified. Note that no design document was prepared for this release because the code changes to be made are fairly minor. The changes made to the programs and copymember are explained in this letter.
Programs

PPP390

Although reported time-on-call (DOS code of TOC) hours was removed as a criterion for set processing in release 456, time-on-call was used as one factor in determining whether or not to block the recalculation of the overtime premium rate for monthly employees. For a given pay period end date, if a monthly employee had at least one salaried distribution, had no time-on-call reported, and the hourly pay rates for all the distributions being paid were the same, then no recalculation was performed.

Because the presence of time-on-call has been reinstated as the 'trigger' for recalculating the premium overtime rate, code in PPP390 which tests to see if monthly employees with at least one salaried distribution have either time-on-call or two or more distributions with different rates will be removed, since this screening is no longer necessary. Instead, a test will be made for all employees to see if the time-on-call indicator is on, indicating that time-on-call earnings are included in the overtime set. When the indicator is on, recalculation of the overtime premium rate will be done.

PPGRSAUP

Prior to this release, module PPGRSAUP, which processes automatic pay, tested the value of certain fields in the paid distributions of monthly employees and set switches to be passed back to program PPP390 as follows:

- if the DOS code associated with the distribution was for time-on-call (DOS code of TOC) the OT-SET-TOC-IND switch was turned on
- if a salaried distribution was found, the OT-SET-SAL-IND switch was turned on
- if the pay rate for the distribution was different from a pay rate already included in the overtime set, the OT-SET-DIFT-RATE-IND switch was turned on.

The code which set these switches for monthly employees has been removed. Instead, the module will test all employees' paid distribution DOS codes and will turn the OT-SET-TOC-IND switch on when a DOS code of 'TOC' is found.

PPGRSTIM

Module PPGRSTIM, which processes time input, examined the paid distributions and set the switches in the same way as module PPGRSAUP. Code changes corresponding to those described for PPGRSAUP have also been made in PPGRSTIM.

Copymembers

CPLNKOTR

The fields OT-SET-SAL-IND and OT-SET-DIFT-RATE were defined in this copymember as switches to indicate whether monthly employees had any salaried distributions and whether they had different pay rates when more than one distribution was paid. With the reinstatement of time-on-call as a trigger for all recalculation, these fields are no longer needed and have been removed from the copymember.

Test Plan

A complete test plan is included with the release. Campuses are encouraged to use the base system test materials, as well as augmenting them with any desired local tests.
Installation
1. Modify copymember CPLNKOTR.
2. Modify, compile and link programs PPGRSAUP, PPGRSTIM, and PPP390.
3. Execute the supplied test plan and verify results.
4. Perform any additional local testing desired.
5. Install the modified programs and copymember in production.

Timing of Installation
If release 456 has been installed, this release should be installed as soon as possible to prevent improper recalculation of premium overtime rates. If release 456 has not yet been installed, the changes for this release should be installed along with those for 456. Campuses which have altered overtime processing procedures in response to release 456 may wish to review those procedures in light of the installation of this release.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

If there are any questions, please send electronic mail to ISCKLK@UCCVMA, or call on (415)987-0464.

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